



ACA News

The Newsletter of the Academy of Certified Archivists Issue 87 Winter 2015

President's Message

Daphne O. DeLeon, CA
Nevada State Library & Archives
Carson City, NV 89701



Greetings from the land of minimal winter! As our members in the East look forward to the coming of Spring and warm temperatures, we in the West enjoy the continuation of Spring- like weather and hosting the ACA Mid-Year Board meeting in Las Vegas, Nevada.

I want to thank everyone who submitted a nomination to serve on an SAA committee. As a member of the SAA appointments committee I was pleased and honored to see several certified archivists among the nominees. I am hopeful that when the appointment process is completed that we will all be able to celebrate the appointments of several of our colleagues.

At the Mid-Year Board meeting officers and regents continue their work to ensure that the Academy provides the best service possible to its members and shares information about our programs with potential members and the archives profession as a whole. A wide range of topics were discussed from logistical issues regarding the item-bank (the holder of all the exam questions) to how best raise the Academy's profile. A strategy that the Board has committed to is one that I call "strength in numbers".

"**Strength in Numbers**" is based on having Academy members wear something that readily identifies them as a certified archivist. While every member has a lapel pin and stickers are available at the ACA desk at the SAA meeting to wear, a person cannot look across a room and spot the certified archivists. The Board has decided that polo shirts

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President's Message

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with the Academy's logo would be a great way for an individual to quickly identify how many certified archivists are in attendance. The Academy currently has over 1200 members. A great opportunity to try out this new strategy is at the 2015 SAA Meeting in Cleveland, Ohio.

Imagine being in the registration area after the opening SAA session and seeing 50-100-150 certified archivists wearing their ACA polos. Wow! Not only do we as members have a great way to meet other members and feel a sense of community but potential members and the archives profession at large will see that there are more of us than they think. Let's end our celebratory year with a strong showing of support for certification by wearing the ACA polo shirt. New polo shirts have been approved by the Board and an opportunity to pre-order your polo shirt will be sent out to all members in the next two weeks. Looking forward to seeing you all at the ACA Annual Business Meeting.

Our continuing 25th anniversary initiatives are listed below.

25th Anniversary Initiatives

International Travel Assistance Award

<http://www.certifiedarchivists.org/members-area/international-travel-assistance-scholarship/>

Launched earlier this year by Margery Sly, Immediate Past-President the International Travel Assistance Award provides a \$1,000 travel stipend for members that submit and have accepted a paper for an International Council on Archives (ICA) or ICA-sponsored meeting that promotes the merits of certification.

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ACA Officers

President (2014-15)	Daphne O. DeLeon, CA Nevada State Library & Archives Carson City, Nevada
Vice President/ President-Elect (2014-15)	Mott R. Linn, DA, CA Clark University Worcester, MA
Treasurer (2014-16)	Todd Welch, CA Cline Library Northern Arizona University Flagstaff, Arizona
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Regent for Certification Maintenance (2013-15)	Pamela Nye, CA The Westminster Schools Atlanta, Georgia
Regent for Outreach (2014-16)	Elizabeth Scott, CA Pittsburgh Theological Seminary Pittsburgh, Pennsylvania
Immediate Past President & Re- gent for Nominations (2014-15)	Margery N. Sly, CA Special Collections Research Center Temple University Libraries Philadelphia, Pennsylvania
Chair, Nominating Committee (2014-15)	Christine de Catanzaro, CA Georgia Tech Archives Atlanta, Georgia

Contact information for the Officers and Regents is available on the ACA website:
www.certifiedarchivists.org/about-us/officers.html

From the Regent for Examination Development



Tomaro Taylor, CA
FMHI Research Library
USF Libraries
Tampa, FL

The ACA Exam Development Committee welcomes members Heather Kushnerick, CA (South Texas College of Law) and Rachael Bussert, CA (University of Hawaii-Manoa). Heather and Rachael join continuing members Jeanette Berard, CA (Thousand Oaks Library), Daniel DiLandro, CA (SUNY College-Buffalo), Ann Hodges, CA (Texas A&M University-Corpus Christi), and Richard Shrake, CA (Western Reserve Historical Society) in serving three-year terms; Vice President/President-Elect Mott Linn, CA, will serve the committee in a one-year term. The Committee extends sincere thanks and appreciation to outgoing members William Caughlin, CA, and Leanna Lee Whitman, CA, who completed terms of service in fall 2014.

The EDC strives to maintain an exam item bank and bibliography that reflect current standards, practices, and knowledge. We actively seek topics and resources that expand the breadth and depth of our test and contribute to test takers' preparation. If you are teaching or participating in an archives course that explores new areas or uses an innovative approach to discussing more traditional ideas, let us know. If you've read a great resource—whether print or electronic—that should be considered for the ACA bibliography, let us know that, too. We welcome recommendations that will help improve the quality and maintain the relevancy of the ACA Certification Exam. Questions, comments and suggestions may be directed to the Regent for Examination Development - tomaro@usf.edu.

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25x25 Initiative

In honor of our 25th Silver Anniversary I am challenging all members to express the impact the Academy has had on their careers in 25 words or less.

From the Vice President/President Elect



Mott R. Linn, DA, CA
Clark University
Worcester, MA

ACA works at being responsive to you. One example of this is the survey we had a year ago to find out if you wanted to pay more for dues so that we could afford to continuously collect your recertification credits. By a 2 to 1 margin, you rejected this proposal. This is understandable since Certified Archivists are by definition experts at keeping records organized so that they can be located when they are needed; in this case, we are simply keeping our own records organized.

Another example of being responsive is what we learned from the 2013 survey that I oversaw. Two-thirds of you replied and I thank all of you who did so. We are using the results in many ways and will do more with it in the future. For now, I will highlight a few of the many comments that you made at that time. Obviously, we can only print a very small number of them here. Be assured, however, that I read all of them and passed along any suggestions that you made to the appropriate ACA board member. Thanks again to those who completed the survey.

Member statement: *I love that the Academy exists. ACA is an incredibly important part of the archives profession.*

Mott's response: Thank you to the many of you

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Vice President/ President Elect

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who sent compliments. It is always nice when somebody “pumps up our tires.”

It is unclear whether the CA status affords me true advantages when most archivist jobs now require an MLS anyway. In other words, too often CA does not any more take the place of MLS when searching for jobs.

This is one of the few comments that were this downbeat. It is interesting to note that the few like this were all from residents of states where ACA has poor “market penetration.” As I wrote in our last newsletter, we are much, much more accepted in some states than in others. I can assure you that I will do all I can to make the CA in higher demand by both archivists and employers across the country. I truly believe that this is improving, although at a slower pace than any of us want, especially in some parts of the country. We all need to do what we can to improve our status.

Keeping the exam timely and effective in measuring professional knowledge and capability is essential. I urge ACA to be sure to place adequate resources in place to pursue this goal.

Be assured that ACA’s leadership totally understands that the quality of our exam is of the upmost importance. For example, just a few years ago we decided to pay more so that our psychometrician, who helps us create the exam, would spend more time assisting us.

More Mid-Atlantic test sites please.

As a point of fact, we have hosted the exam in that region 29 times in the last 8 years. What this comment and others like it point out is that because only 6 of these were pre-selected sites (D.C. twice; Buffalo; New York City; Pittsburgh; and Albany), those are the only ones that get publicized. We are

considering a way to make archivists aware of more of our pick-your-site locations across the country.

While I have archival duties, I do not have "archivist" in my title because I am now an administrator. I am concerned with how this will impact potential recertification.

I happen to be in the same situation. I was in charge of our archives until I got a promotion to overseeing the collections/technical services half of the library. It certainly makes getting recertified more difficult since I only get a few credits for qualified archival professional employment. Since we are supposed to “calculate credits earned on a pro-rated basis based on a full-time” archives job and because of the reduced amount of time I spend in the archives, I only claim 5 credits (1 per year) for recertification. So, remember to pro-rate how much time you spend doing archival-related work and then take those credits.

The point system for recertification is difficult to achieve given the limited conference opportunities and travel budgets.

I understand how this can be difficult. Please remember to look for regional and local archival organization meetings to attend. Also, SAA has expanded its number of online, on-demand courses to 16; hopefully, these can help you earn credits in the convenience of your office or home and that this type of continuing education opportunity continues to grow.

Recertification point percentages are ridiculous; we should get AT LEAST 60-80% credit for being FTE in archives-focused job.

I completely disagree. The reason why we do not do this is because of one of the main reasons why any profession certifies its professionals: certifica-

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Vice President/ President Elect

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tion signifies that this person has kept up with the changes in the profession. If one never does continuing education, then one will continue to do things the way they have always done them, instead of learning the new and improved methods. Without learning the improvements in the profession, one will continuously become less and less competent. This is why, for example, Certified Public Accountants (CPAs) earn no recertification credit for being employed full time; they have to earn ALL of their credits from continuing education (yes, they also get no credits for professional participation, professional service, or for professional writing/editing).

Certification/recertification (tests and petitions) should be limited to archival questions and credits, not records management or librarianship.

Having recently taken a new role focusing on Records Management, I still feel that I have a strong archival role through identification, classification, and access to information. I feel the ACA places less value on the role of Records Manager in the archival sense.

Well, these two opinions are obviously mutually exclusive. Where records management responsibilities end and where archival duties begin is a gray area where reasonable people can disagree reasonably. It is a demarcation that I think ACA will always struggle with.

I would like to get more involved, but am not sure how to do so.

One of the great things about CAs is that so many are willing to help ACA. There are many ways to get more involved. They include activities as easy as attending ACA's annual meeting to doing things as time consuming as being an officer. You can contact the Regent for Outreach if you are inter-

ested in conducting outreach to a SAA student chapter or manning ACA's information booth at a regional or national meeting. Sometimes we ask for volunteers to be a member of a temporary task force. You can contact the Regent for Recertification about being on a committee that reviews recertification petitions. We select a few CAs work on the Exam Development Committee, but we welcome members to attend the item writing workshop at the SAA annual meeting to help write exam questions. Sometimes we will contact CAs in a particular area to proctor the exam and/or host the exam; if you want to do one of these and know that we are planning to have an exam in your area, reach out to the Secretariat and volunteer. Finally, remember to join our Facebook and LinkedIn groups (<http://www.facebook.com/ACA Archivists> and <http://www.linkedin.com/groups?stPopular=&gid=1799847>).



New Polo Shirts Coming Soon!



Exam Results Over The Years

Year	Sat for Exam	Passed	Pass Rate	Mean	Low	High
2014	143	105	73.4	68.72	45	86
2013	192	161	83.9	74.32	52	91
2012	117	88	75.2	71.74	42	88
2011	144	123	85.4	72.97	39	91
2010	134	111	82.8	72.82	49	90
2009	140	117	83.6	74.61	37	92
2008	141	107	75.9	71.90	45	88
2007	129	90	69.8	66.36	28	91
2006	124	95	76.6	66.90	44	87
2005	133	107	80.5	72.11	48	88
2004	111	80	72.1	71.73	45	90
2003	109	76	69.7	70.17	43	92
2002	101	69	68.3	70.50	44	93
2001	75	61	81.3	74.40	52	93
2000	67	57	85.1	74.81	53	92
1999	59	53	89.8	79.80	45	92
1998	77	66	85.7	79.34	63	94
1997	37	34	91.9	77.87	57	94
1996	26	25	96.2	73.19	61	90
1995	34	12	35.3	68.79	47	85
1994	56	35	62.5	72.50	49	89
1993	40	32	80.0	76.17	56	93
1992	80	68	85.0	76.97	51	93
1991	66	46	69.7	72.77	43	90
1990	35	29	82.8	72.43	51	85
1989	21	20	95.2	80.95	69	89
Average	92.0	71.8	78.0	72.50	48.4	90.2
02-14 Ave.	132.2	102.2	77.3	71.31	43.3	89.8
89-01 Ave.	51.8	41.4	80.0	75.53	53.6	90.7

How did you do on the exam compared to how others did that year? How did the results from your year compare to others? Look at how many more people are taking the exam now than in years gone by. Here is a look at the results of the exam over the years.



Online Tools

Don't forget to visit the ACA facebook page: <http://www.facebook.com/ACArchivists>. Add your own pictures of ACA events or connect with colleagues.

Visit the ACA website at: <http://www.certifiedarchivists.org/>



And now you can join ACA on Linked In at: <http://www.linkedin.com/groups?stPopular=&gid=1799847>

Academy Profile: Joyce Ray, Ph.D., C.A.
Johns Hopkins University Museum Studies /
Graduate Certificate in Digital Curation Program
Washington, D.C.
By Ruth E. Bryan, C.A.



Joyce Ray, CA

Although Joyce received her master's of library science from The University of Texas at Austin, it wasn't until her first professional job at Tusculum College in Greeneville, Tennessee, that she was exposed to archival activities. The College had a lot of material that had never

been organized, and as a first step toward organizing the College archives, the school's alumni association funded her attendance in 1975 at the now-defunct College and University Archives Summer Institute in Cleveland, Ohio, organized by Ruth Helmuth, University Archivist at Case-Western Reserve University. From this point onward, Joyce's career was focused on archives and special collections. She was able to obtain a National Historical Publications and Records Commission grant to organize the Tusculum College Archives, and then went on to positions at The University of Texas Health Science Center at San Antonio, the National Archives and Records Administration (Washington, DC), and the National Historical Publications and Records Commission. She received her Ph.D. in history from The University of Texas at Austin in 1992.

After a term starting in 1997 as Associate Deputy Director for Library Services at the Institute of Museum and Library Services (during which she spearheaded and participated in developing guidelines and information resources for digital preservation and management; initiated development of the *Framework of Guidance for Building Good Digital*

Collections [now maintained by NISO, the National Information Standards Organization]; and founded the IMLS Webwise Conference on Libraries and Museums in the Digital Age), Joyce spent 2011-2012 as a visiting professor at the University College London Department of Information and 2013-2014 as a visiting professor at the Berlin School of Library and Information Science at Humboldt University, teaching courses in Digital Libraries; Long-time Digital Archiving; and Libraries, Archives and Museums in Comparative Perspective (in English). Joyce notes,

Teaching at Humboldt University was somewhat challenging because I didn't know anything about the German university educational system (for example, students typically spent three hours per week in courses divided equally between lectures and seminars, and grades were based on oral exams given at the end of the term). But it was also a lot of fun, and I met some great colleagues as well as students from Germany and a group of exchange students from Denmark.

Joyce's current position as of fall 2014 is Program Coordinator of the Graduate Certificate Program in Digital Curation in Johns Hopkins University's Museum Studies program (Washington, DC). The JHU Museum Studies program was established in 2008 and is technology-focused. The new certificate program in digital curation provides " a basic understanding

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Academy Profile *(continued from page 7)*

of digital curation principles and practices, combined with the opportunity to specialize in a particular area" and to work with experts in the field through a required internship and research paper and an elective or second internship. Internship opportunities are available at cultural heritage institutions in the Washington, DC, area and beyond (including outside the United States). In addition, "students will be contributing to the professional literature in this area through their supervised research papers." For the program, Joyce developed two core courses, Digital Preservation and Foundations of Digital Curation, as well as guidelines for the required research paper and internship. Other faculty have been recruited to teach in the program and have contributed to course development, including Managing Digital Information in Museums, a course that exposes students to common open-source software used by museums. All courses for both museum studies and digital curation are online, with the exception of the internship for the digital curation certificate and a two-week seminar for the M.A. in museum studies. Information about the Digital Curation Certificate can be found at: <http://advanced.jhu.edu/academics/certificate-programs/digital-curation-certificate/>.

About the emerging confluence of museums with archives and the principles and practices of digital curation, Joyce notes,

I started teaching digital preservation for JHU in 2011, when I was still at IMLS, and it's been great to have the opportunity to help bring the principles of archival practice and digital curation into the curriculum for museum professionals. Museums are now creating and acquiring vast amounts of digital objects of many different types, so they have a need for professional staff who can help develop and im-

plement plans for digitization and digital preservation, in addition to creating collection documentation, managing research data, and communicating the museum's needs to IT staff and external service providers. The range of digital materials that museums deal with are quite broad, including not only digitized images of physical objects but also born-digital assets like digital media art, research data, and collection documentation. I've had a number of students with archeology backgrounds, and they are very much aware of the challenges of documenting artifacts acquired in the field, where you get only one chance to get it right if that artifact is going to have scientific research value. Likewise, contemporary art museums are acquiring digital media artworks that present special challenges in preservation for future re-presentation, so museums of all types really need professional staff who understand the principles and practices of digital curation.

Last year, Joyce published a book with Purdue University Press, *Research Data Management: Practical Strategies for Information Professionals* (2014), which "includes contributions from leaders across the spectrum of library, archival, and information science." <http://www.thepress.purdue.edu/titles/format/9781557536648>. A panel session with contributors to this volume attracted a standing-room-only crowd at the Coalition for Networked Information meeting in Washington, DC, in December 2014, demonstrating the current relevance of this topic to information professionals, particularly those based in academic and research institutions.

Joyce was eligible for certification when it was

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Academy Profile *(continued from page 8)*

first introduced and available by petition based on work experience, so she has continued to maintain her certification through this method and has never taken the exam. She says, "I do think certification has been worthwhile, because even if people don't know what the requirements for certification are, they know that some level of qualification is required."

In considering what changes in the archival world have been most important to her, Joyce identifies three:

- 1) the emergence of a community of cross-disciplinary digital curation practitioners and researchers;
- 2) the development of community-based best practices in digital preservation and curation; and
- 3) the recent emergence of data services and infrastructures to meet the needs of data creators and stewards of all kinds; this makes it possible to achieve economies of scale and relieve individual institutions from having to do everything on their own. The challenge that I'm focused on now is expanding this community globally so that we have more interoperability across collections internationally and can establish policies and procedures for responsible stewardship of digital assets worldwide.

Ruth E. Bryan, CA, is Director of Archives & University Archivist at the University of Kentucky, Lexington, KY, USA

Happy Anniversary, ACA!

In honor of the 25th anniversary of the ACA, we asked you to share what being a CA means to you in 25 words or less. Here are some of the great responses you posted to our Facebook page:

Kathy Kelly, CA: Being a Certified Archivist provides agility to job seekers. It helped me with a job application where the credential was preferred.

Charles E. Nodler, Jr, CA: Being a Certified Archivist has helped me advance in my professional position.

Sue Rishworth, CA: Who would have guessed that reading archives literature would be stimulating, engaging and fascinating to discuss with others? Learned from preparation for ACA certification.



Please send any comments, ideas, or suggestions

about *ACA News* to:

ACA News

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